# **NSW Department of Education**

**Great Lakes College Tuncurry Campus**

Anti-bullying Plan 2020

**Bullying behaviour has three key features. It involves the intentional misuse of power in a relationship. It is ongoing and repeated, and it involves behaviours that can cause harm. The NSW Department of Education requires all NSW public schools to have an Anti-bullying Plan which details the strategies implemented to reduce student bullying behaviours.**

**Resources**

The NSW anti-bullying website (see: [https://antibullying.nsw.gov.au](https://antibullying.nsw.gov.au/)/) provides evidence-based resources and information for schools, parents and carers, and students. Schools are encouraged to visit the website to support whole-school prevention, early intervention and response approaches and strategies for student bullying behaviour.

**Great Lakes College Tuncurry Campus' commitment**

Our school rejects all forms of bullying behaviours, including online (or cyber) bullying by maintaining a commitment to providing a safe, inclusive and respectful learning community that promotes student wellbeing. Executive staff are committed to establishing evidence-based approaches and strategies that promote a positive climate where bullying is less likely to occur.

1. **School culture and inclusion**

All members of the school community are active participants in building a welcoming school culture that values diversity and fosters positive relationships. A key component of a supportive school culture is building respectful relationships and an ethos that bullying is not accepted, in both online and offline environments. School staff will actively respond to student bullying behaviour.

Our school engages in the following practices to promote a positive school culture.

* 1. Student assemblies

Student bullying and expectations about student behaviour will be discussed and information presented to promote a positive school culture where bullying is not accepted.

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| Dates | Communication topics |
| Term 1 | Principal address; [Behaviour code for students](https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/student-behaviour/behaviour-code), Positive Behaviour Learning (PBL) Universal rules of Respect, Responsibility and Personal Best promoted and expectations of students explicitly articulated. |
| Term 1 |  Year Advisor meetings; PBL expectations and behaviours communicated to students. |
| Term 1 | National Day of Action Against Bullying activities  |
| Ongoing through the year | PBL rewards will be celebrated at assembly. Principal will focus on highlighting specific areas related to PBL universal rules that support anti bullying. The Principal will focus on developing student knowledge and understanding of whole school response to bullying as well as promoting student led actions to support student wellbeing at Great Lakes College Tuncurry Campus. |

1.2 Staff communication and professional learning

Staff will be supported with professional learning that provides evidence-based ways to encourage and teach positive social and emotional wellbeing and discourage, prevent, identify, and respond effectively to student bullying behaviour.

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| Dates | Communication topics and Professional learning |
| 28/1/2020 | “We are the Champions” Nic Newling guest speaker at College School Development day to raise awareness of mental health. |
| 20/3/2020 |  National day of action Against Bullying and Violence promotion and organisation  |
| TBA |  Mental Health First Aid Training- refresher course for existing trained staff. Whole course offered to new and interested staff. |
| 4/5/2020 | Online bullying; monitoring and reporting procedures for staff and management responses of Tuncurry campus. |
| 16/12/2020 | Disability standards for Education Junior school |

1.3. New and casual staff

New and casual staff will be informed about our school’s approaches and strategies to prevent and respond to student bullying behaviour in the following ways.

Great Lakes College Tuncurry Campus produces and provides a Staff Handbook each year. This handbook is provided to all staff and is included in a package provided to new and casual staff.

The handbook outlines the PBL expectations for staff and the examples of behaviours expected from students. There is also a sequence of management of student behaviours provided to staff so there is a consistent and fair response to behaviour across the school for all students.

The Ernie rewards system is also outlined in the staff handbook and the procedure for disseminating and recording student awards is explicitly outlined.

New staff will meet with the Deputy Principals and Principal to discuss staff and student behaviour expectations and will be supported to meet these expectations through regular induction meetings and follow up staff meetings.

Throughout the first year at Tuncurry campus new staff will participate in professional learning regarding PBL to support the whole school implementation of this program.

1. **Partnerships with families and community**

Effective schools have high levels of parental and community involvement. This involvement is strongly related to improved student learning, attendance and behaviour. Our school proactively builds collaborative relationships with families and communities to create a shared understanding of how to support student learning, safety

and wellbeing.

* 1. Website

Our school website has information to support families help their children to regulate their emotions and behaviour and develop socially. Information is provided to assist if children have been involved in bullying behaviour (as the person engaging in bullying behaviour, as the person being bullied or as the person witnessing the bullying behaviour).

The following are published on our school’s website.

School Anti-bullying Plan  Behaviour Code for Students

* 1. Communication with parents

Our school will provide information to parents to help promote a positive school culture where bullying is not acceptable and to increase parent’s understanding of how our school addresses all forms of bullying behaviour.

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| Dates | Communication methods and topics |
| 9/3/2020 | Year 7 Parents meet and greet afternoon to discuss how students have settled into a new school setting and to outline school-based support strategies available for student wellbeing. |
| Term 1 | School website and school Facebook– Cyber bullying and how to respond- tips for parents |
| 26/3/2020 | Managing cyber bullying tips from the E-Safety Commissioner mailed to all homes |
| Term 2 | Updated Anti- Bullying Plan uploaded onto website |
| Ongoing | Student success and Ernie awards for PBL to be celebrated through the Dolphin publication |
| Term 3 | Parent and Teacher interviews to discuss student progress and wellbeing |
| TBA | Presentation to P&C focussing on school action on bullying |

1. **Support for wellbeing and positive behaviours**

Our school’s practices support student wellbeing and positive behaviour approaches that align with our school community’s needs.

Social and emotional skills related to personal safety, resilience, help-seeking and protective behaviours are explicitly taught across the curriculum in Personal Development, Health and Physical Education (PDHPE).

Examples of other ways our school will embed student wellbeing and positive behaviour approaches and strategies in practices include the following.

Great Lakes College Tuncurry Campus provides students with access to specialised staff for wellbeing support through the provision of a Wellbeing Head Teacher, Boys and Girls Advisors, Year Advisors, Year Group Head Teachers, Aboriginal Education Workers and School Counsellors.

The school implements Positive Behaviour for Learning (PBL). The universal rules for PBL are; Respect, Responsibility and Personal Best. Students are recognised for their positive behaviour through the Ernie rewards system.

Specific days are established for wellbeing education and promotion, these are organised as the “Boys to Men” and “Girls Together” activity days. Year Groups will also have specific excursions and activities developed and implemented by the Year Advisor to promote and support positive behaviour for students.

Extra- curricular activities to promote positive self-esteem, resilience and respect for others offered by external providers are utilised at Great Lakes College Tuncurry Campus. These activities include Heart to Heart, Link to Learning, Teen Mental Health First Aid training and actions associated with R U Ok day.

Principal name: Sally Chad Signature: *Sally Chad* Date: 2020